



SECOND ANNUAL  
**DOD ACQUISITION INSIGHT DAYS**  
20-22 APRIL 2009 • DAYTON, OHIO



# Air Force Materiel Command Acquisition Challenges

## Gen Donald J. Hoffman

Commander, Air Force Materiel Command

# Air Force Materiel Command

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## AFMC Acquisition Challenges

Gen Don Hoffman  
Commander

Presented to the DoD  
Acquisition Insight Days  
Conference

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21 Apr 09

***Integrity ★ Service ★ Excellence***



# Air Force History

**21 Apr 1911:**

**Lt Henry “Hap” Arnold receives orders to Dayton for flight instruction at the Wright School**



**Gen Henry “Hap” Arnold  
1886 - 1950**



# Our Mission

**AFMC Mission:**  
***Deliver War-Winning Expeditionary Capabilities to the Warfighter***



**Our Vision:**  
***War-Winning Capabilities ... On Time, On Cost***



# Mission Areas



## Technology

***Basic research & technology development to enable both evolutionary & revolutionary air, space, & cyberspace capabilities***



## Acquisition

***Professional acquisition management to deliver war-fighting capabilities affordably & in time***



## Testing

***Unique facilities & expertise to validate / improve these capabilities in controlled and real-world environments***



## Sustainment

***Sustainment of these capabilities over the weapon***



# Major Organizations

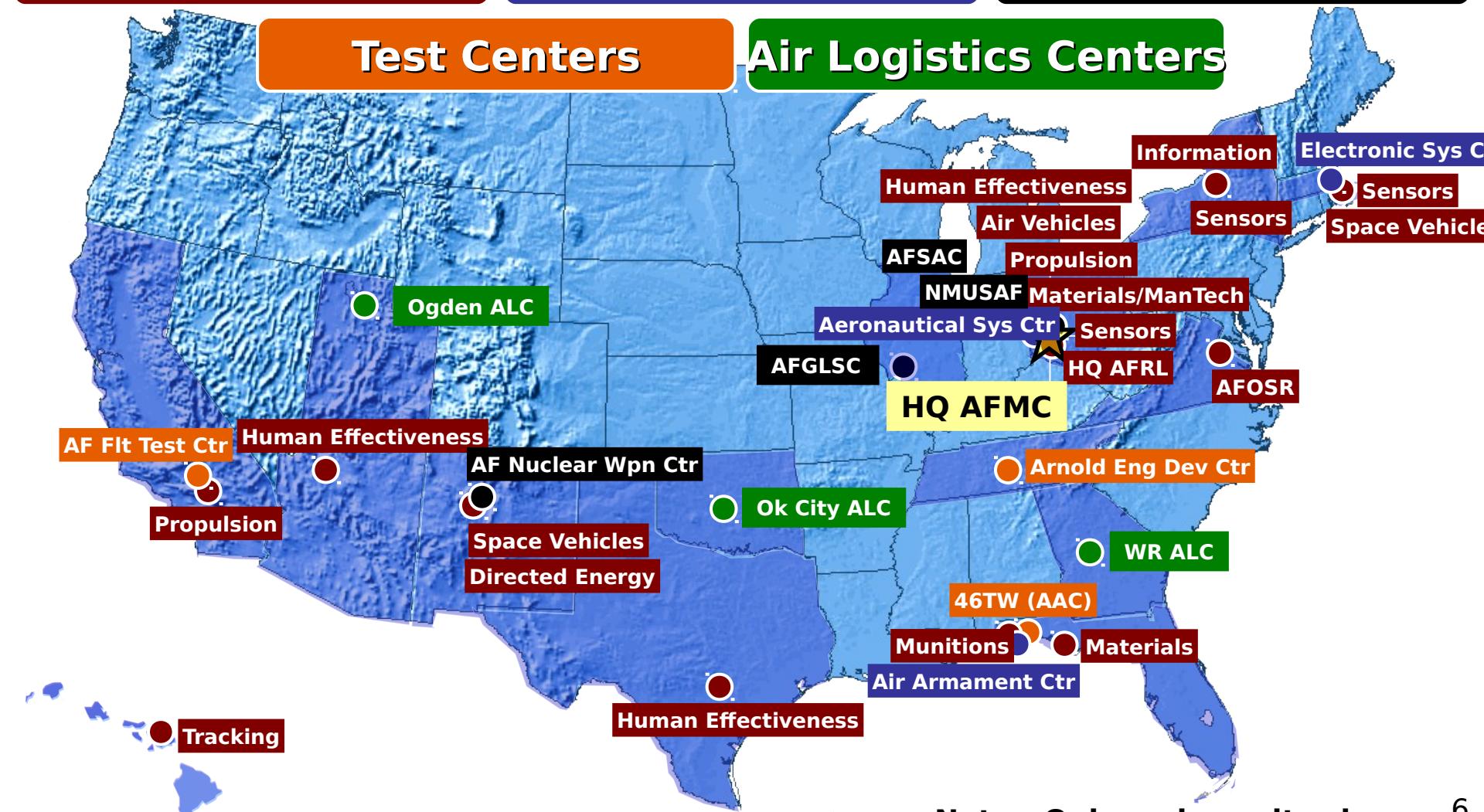
Research Laboratory

Product Centers

Specialized Units

Test Centers

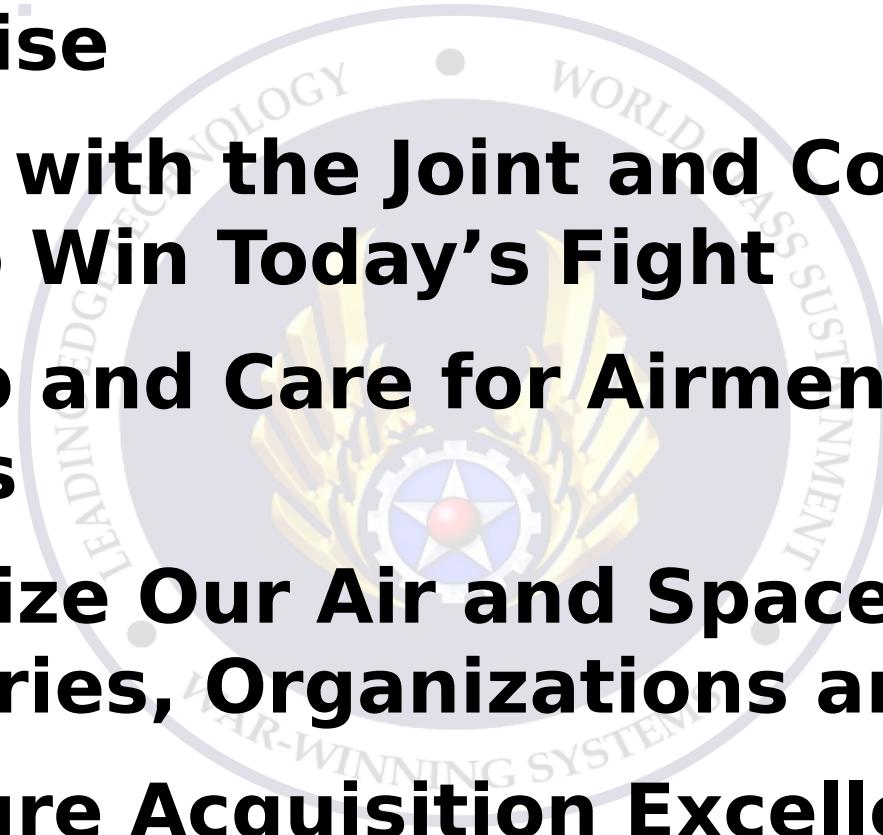
Air Logistics Centers





# USAF Priorities

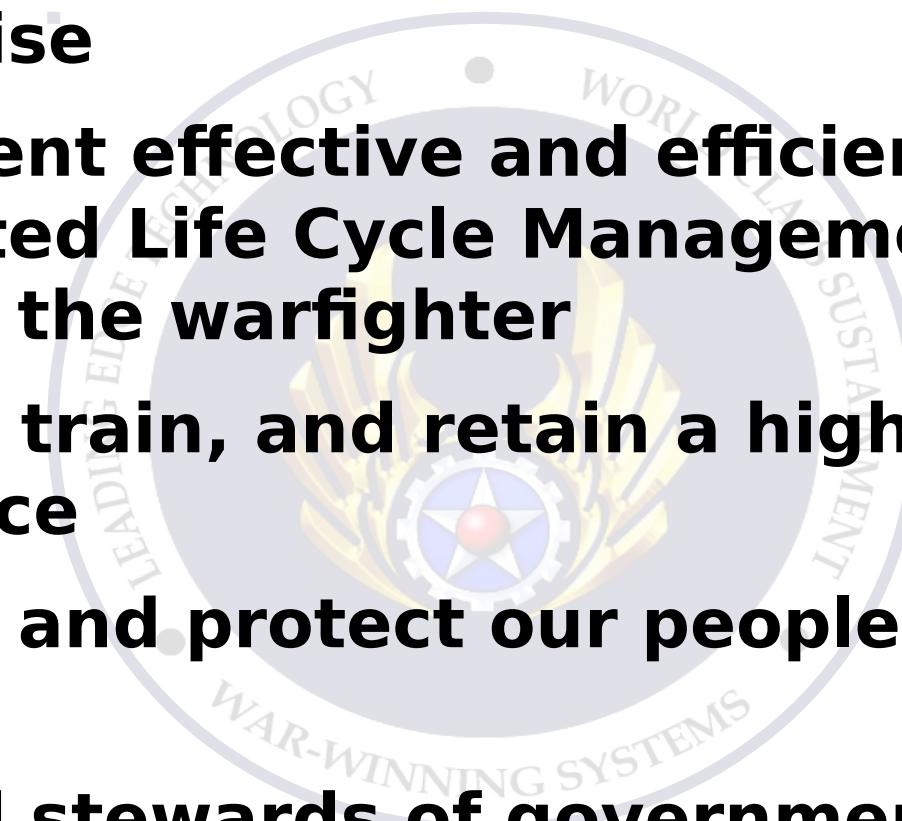
- **Reinvigorate the Air Force Nuclear Enterprise**
- **Partner with the Joint and Coalition Team to Win Today's Fight**
- **Develop and Care for Airmen and Their Families**
- **Modernize Our Air and Space Inventories, Organizations and Training**
- **Recapture Acquisition Excellence**





# AFMC Priorities

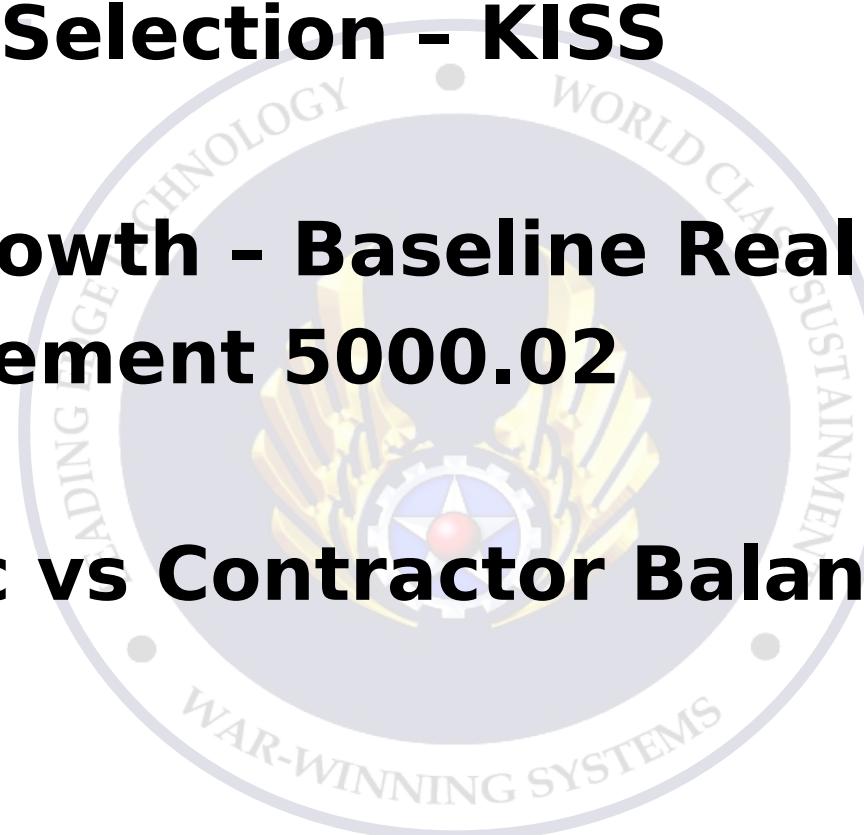
- **Reinvigorate AFMC role in the Nuclear Enterprise**
- **Implement effective and efficient Integrated Life Cycle Management to support the warfighter**
- **Recruit, train, and retain a high-performing workforce**
- **Nurture and protect our people and families**
- **Be good stewards of government resources**





# Broad Acquisition Thoughts

- **Source Selection - KISS**
- **Cost Growth - Baseline Reality**
  - Implement 5000.02
- **Organic vs Contractor Balance**





# AFMC Challenges

- **Nuclear Enterprise**
- **Workforce (Civilian Hiring)**
- **Organization**
- **Source of Repair (SOR)**





# Nuclear Enterprise



- Nuclear Posture Review (NPR)
- Arms Control
- What we field needs to work





# Our Workforce

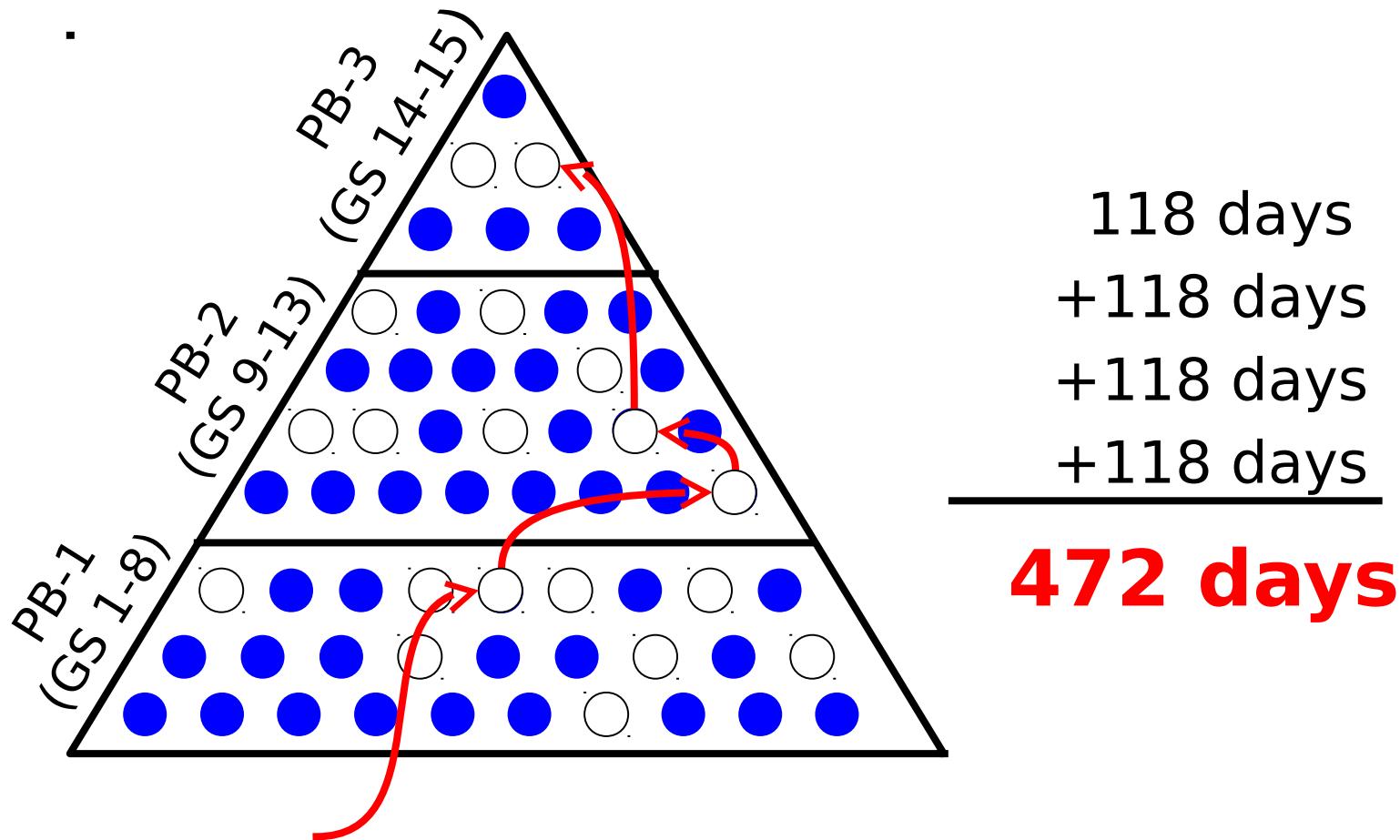


	<b>AFMC</b>		<b>AF</b>	
<b>Officers</b>	<b>5,986</b>	<b>8%</b>	<b>65,301</b>	<b>14%</b>
<b>Enlisted</b>	<b>12,762</b>	<b>17%</b>	<b>258,604</b>	<b>56%</b>
<b>AF Civ</b>	<b>55,957</b>	<b>75%</b>	<b>141,747</b>	<b>30%</b>
<b>Non-Contractors</b>			<b>465,652</b>	
	<b>22,971</b>			





# Civilian Hiring





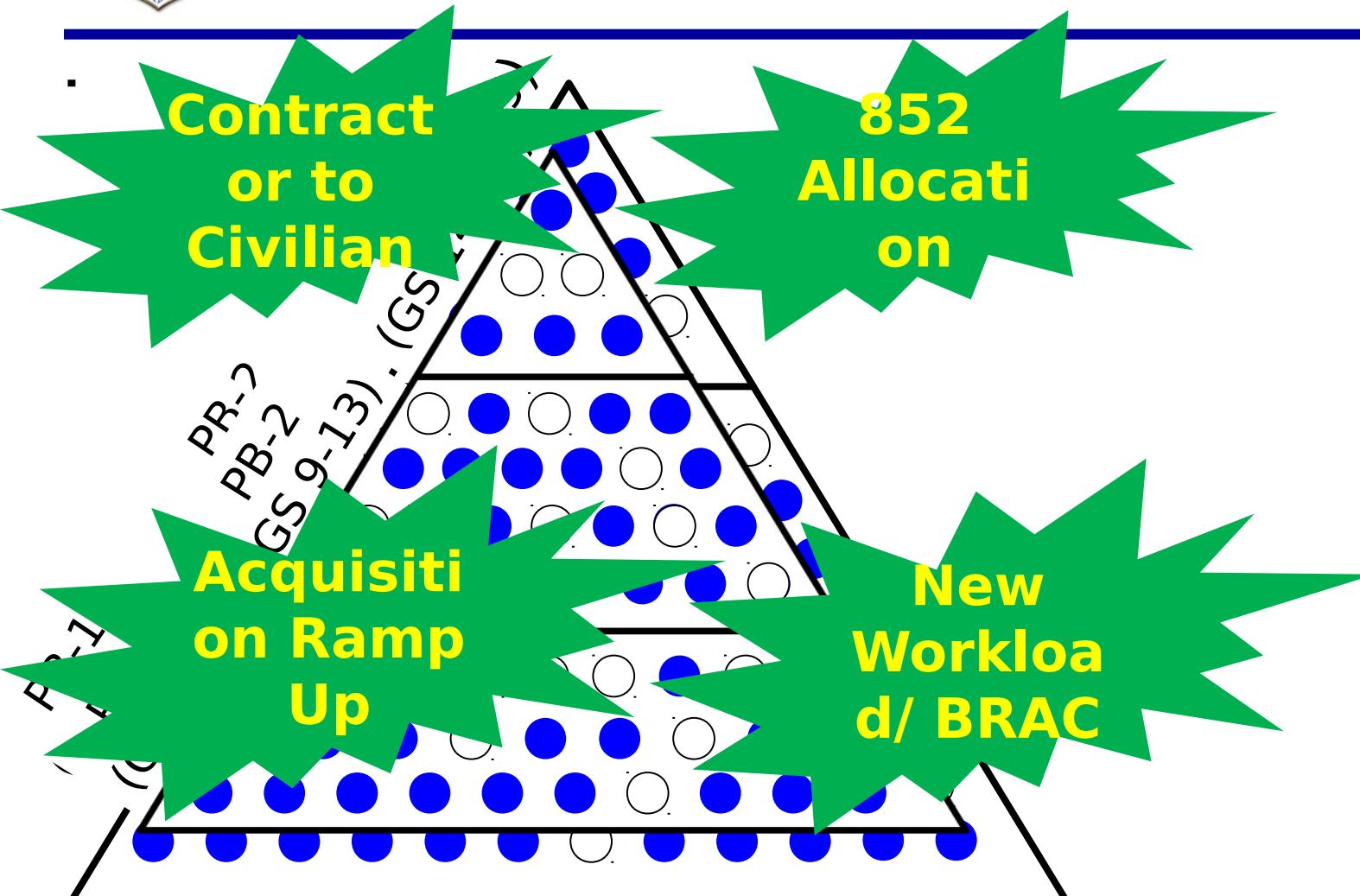
# What's Coming

**Contract  
or to  
Civilian**

**852  
Allocati  
on**

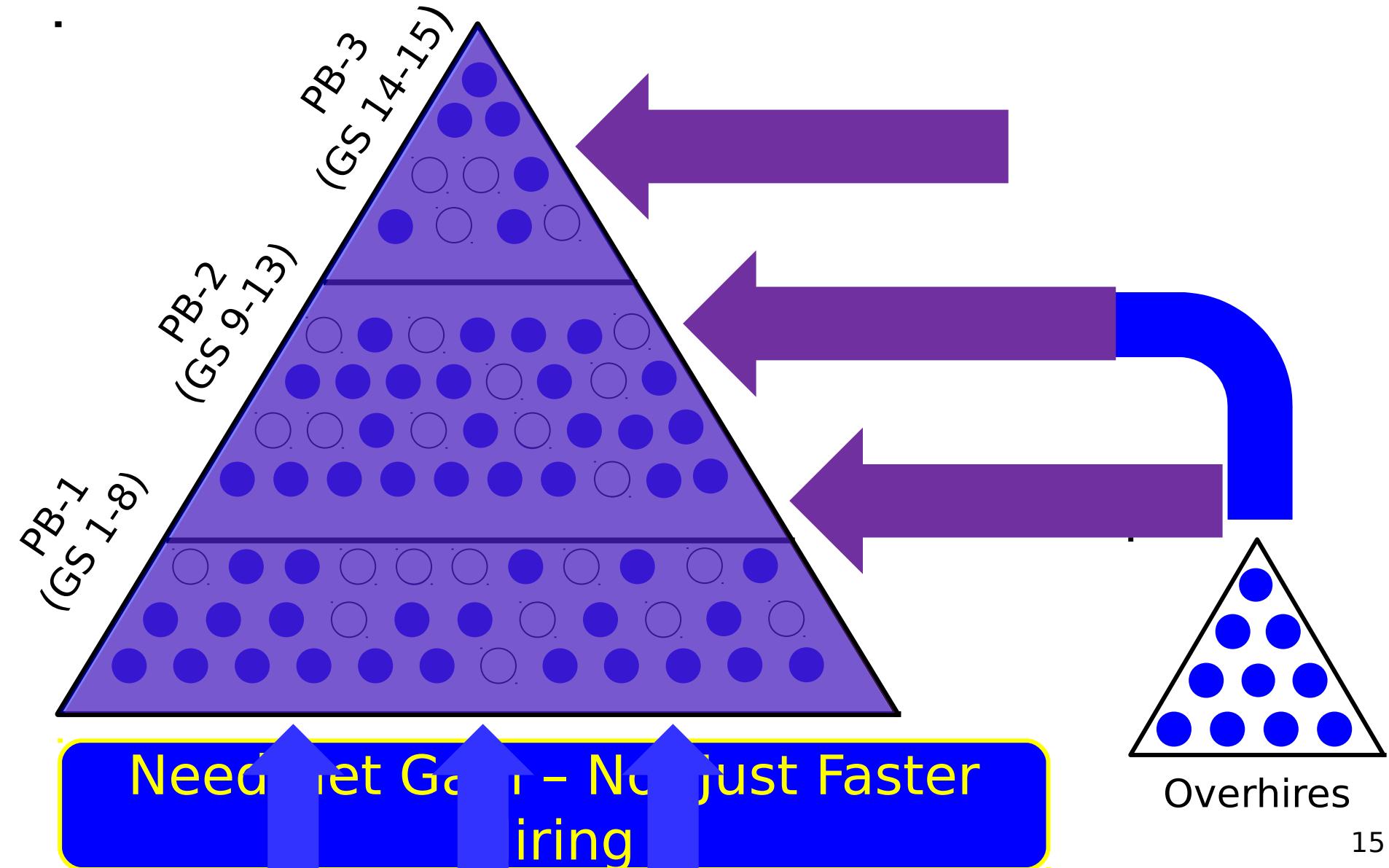
**Acquisiti  
on Ramp  
Up**

**New  
Workloa  
d/ BRAC**





# Solution





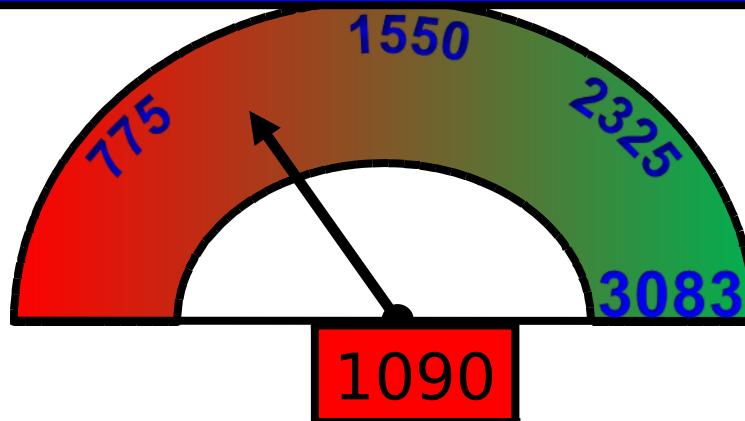
# FY 09 AFMC NET GAIN METER

	New Positions	Delta Auth/Assignment	Required Net Gains	Gains	(Civilian Losses)	Civilian Gain	5% Attrition	Total Personnel Actions
O&M	1356*	1035	2391	1758	1065	693	1205	3596
RDT&E		0	0	414	270	144	403	403
WCF		692	692	857	604	253	1171	1863

## Net Gain will Drive Training Demand

Req Net Gains + Attrition = total personnel actions

\*Includes: Cont/Civ (227), 852 (622), Nuclear (112), BRAC (395)



Attrition as 5% of Assigned

As of 16 Apr 09



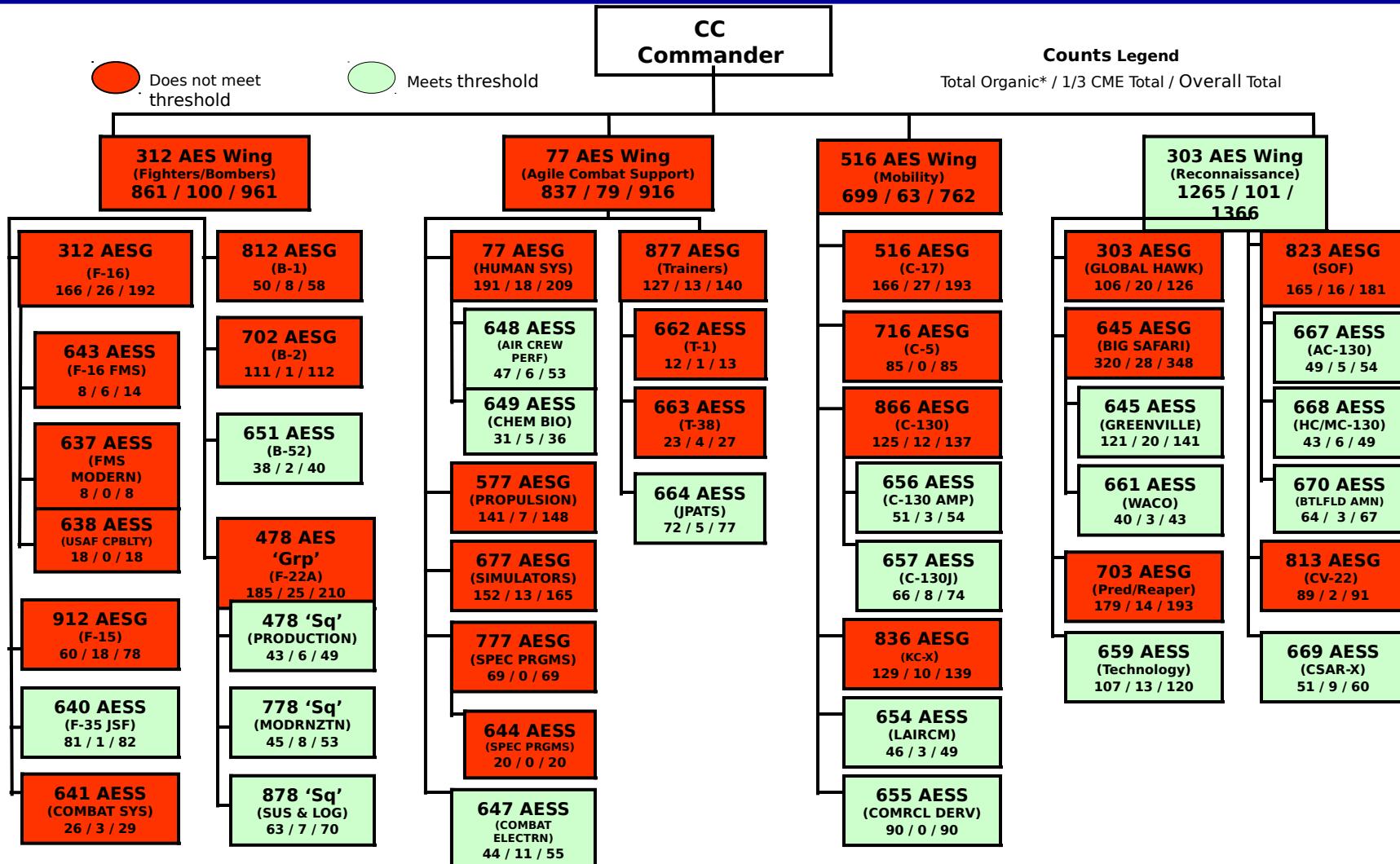
# AFMC Organization

- **Wings - Groups - Squadrons**
  - **1000-400-35**
  - **1/3 CME**





# ASC (As Is)





# Source of Repair

- **50/50 is a reality**
- **SOR decision needs to move left**
- **Need sustainment data rights**



# Summary

- Nuclear Enterprise is Job #1
- Biggest Acquisition Challenge - Workforce
  - Significant Organic Growth
  - Drives Large Training Demand
- Organizational Changes will Drive Churn
- We are Close to 50/50 Limit

# QUESTIONS?

